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ABSTRACT

This document demonstrates the relationships among four Florida nursing education programs (home health aide, nursing assistant, patient care assistant, and practical nursing) by listing student performance standards and indicating which ones are required in each program. The 268 student performance standards are arranged in 23 areas of competence, such as "Use verbal and written communication," and "Perform physical and comfort and safety functions." A Nursing Curriculum Framework specifies which of 23 intended outcomes apply to each program. (CML)

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ED308396

Articulation Matrix for
Home Health Aide
Nursing Assistant
Patient Care Assistant
Practical Nursing

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Articulation Matrix for
Home Health Aide
Nursing Assistant
Patient Care Assistant
Practical Nursing

State of Florida
Department of Education
Betty Castor, Commissioner
Tallahassee, Florida
Affirmative action/equal opportunity
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INTRODUCTION

Relationships among Four Nursing Programs

Since the passage of the Nursing Assistant Certification Law, the nursing home industry has asserted that many of the school districts and community colleges were offering the Nursing Assistant program for too many hours. The industry wanted the program to be offered as much as possible in the nursing homes in order to make up for the shortage of nursing assistants. In an effort to meet the industry's work-force needs, the program was shortened to 120 hours for the postsecondary adult program and to one credit for the secondary program.

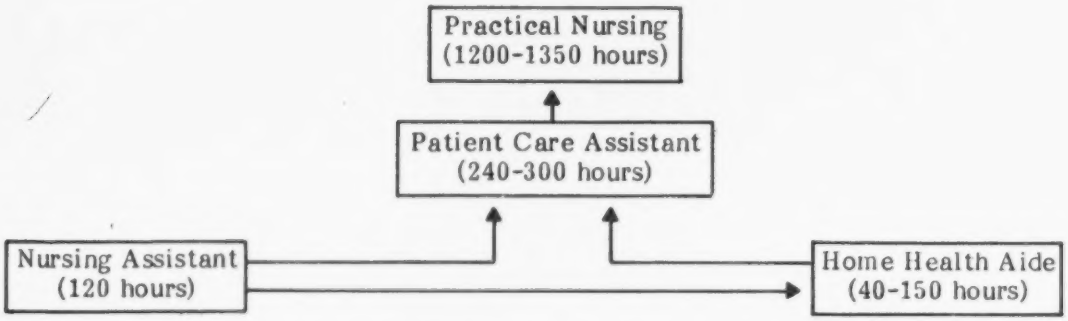
Originally, Geriatric Aide was considered for the program title. However, the program advisory committee recommended the use of terminology contained in the law that is specifically directed towards the nursing assistants employed in nursing homes. Thus, the program was titled Nursing Assisting and then was changed to Nursing Assistant at the request of the industry.

In order to prepare individuals to be versatile and employable in hospitals, clinics, home health agencies, private homes, and nursing homes, the Patient Care Assistant program was established. Patient Care Assistant is, therefore, a combination of Nursing Assistant (certification required for nursing homes), Home Health Aide (documentation required for home health agencies), and Hospital Nursing Assistant (no certification or documentation required by law). The recommended length of the Patient Care Assistant program is 300 hours for the postsecondary program and two credits for the secondary program.

Students who have completed an approved Nursing Assistant program should receive advance standing in the Patient Care Assistant program. Both Nursing Assistant and Patient Care Assistant programs will be eligible to submit for Nursing Assistant certification.

Those students who have completed an approved Nursing Assistant program can take an additional 40 hours of instruction in the Home Health Aide (HHA) program to be employable not only in nursing homes but also in private homes and home health agencies. The Home Health Aide program is designed to train students in skills and attitudes necessary for providing services to the patients as stated in **Rules of the Florida Department of Health and Rehabilitative Services, Division of Health, Chapter 10D-68.** This 40-hour Home Health Aide program is offered by home health agencies as well as by public schools.

The following diagram shows the relationship among the four nursing programs (Practical Nursing, Patient Care Assistant, Nursing Assistant, and Home Health Aide) and the **recommended** hours for each program.



Matrix of Nursing Programs and Intended Outcomes/Student Performance Standards

A matrix of these four nursing programs and their Intended Outcomes and Student Performance Standards (SPSs) is provided below to indicate their relationships in terms of the coverage of student performance standards. It should be noted that the depth and scope of the coverage of each Intended Outcome and SPS are different in each of these four programs; Home Health Aide (HHA) is least comprehensive and the Practical Nursing (PN, formerly LPN) most comprehensive. For example, the SPS, "Describe the basic structure and function of body systems," in the PN program should be covered in more depth and in wider scope than that SPS in the HHA, Nursing Assistant (NA), or Patient Care Assistant (PCA) program.

It is also recommended that NA, PCA, and HHA programs be articulated so that the students who have completed the NA program do not repeat the same instruction in another of the programs, or vice versa.

For more specific information on the Curriculum Frameworks and SPS for the HHA, PCA, and PN programs, see the current version of the Vocational Education Program Course Standards.

HHA	NA	PCA	PN		INTENDED OUTCOMES
x	x	x	x	1.	Use verbal and written communication.
x	x	x	x	2.	Demonstrate legal and ethical responsibilities.
			x	3.	Describe human growth and development.
x	x	x	x	4.	Provide emergency care.
x	x	x	x	5.	Perform aseptic techniques.
x	x	x	x	6.	Describe the anatomy and physiology of the human body.
x	x	x	x	7.	Perform physical comfort and safety functions.
x	x	x	x	8.	Provide personal patient care.
x	x	x	x	9.	Perform nursing procedures.
			x	10.	Administer medication.
x	x	x	x	11.	Apply principles of nutrition.
			x	12.	Provide care for medical/surgical patients.
			x	13.	Provide care for maternal/newborn patients.
			x	14.	Provide care for pediatric patients.
x	x	x	x	15.	Provide care for geriatric patients.
x	x	x	x	16.	Apply the principles of infection control.
		x	x	17.	Provide care for preoperative and postoperative patients.
x	x	x	x	18.	Provide bio-psycho-social support.
x	x	x	x	19.	Perform supervised management functions.
x	x	x	x	20.	Assist with rehabilitative activities.
x		x	x	21.	Perform home health care services.
x	x	x	x	22.	Demonstrate employability skills.

HHA	NA	PCA	PN	
x	x	x	x	23. Demonstrate knowledge of sexually transmitted diseases, including AIDS.

HHA	NA	PCA	PN		
x	x	x	x	01.0	USE VERBAL AND WRITTEN COMMUNICATION.
x	x	x	x		1. Identify and use various forms of communication.
x	x	x	x		2. Identify barriers to communication.
x	x	x	x		3. Use basic medical terminology and approved abbreviations.
x	x	x	x		4. Demonstrate effective interpersonal relationships.
x	x	x	x		5. Receive and give oral report of patient's status.
x	x	x	x		6. Report and record objective, pertinent observations.
x	x	x	x		7. Maintain current documentation.
			x		8. Document changes in patient's behavior and mental awareness.
x	x	x	x		9. Obtain specified data from patient and family.
x	x	x	x		10. Utilize verbal and written information to assist with the patient's plan of care.
		x	x		11. Demonstrate basic computer skills.
x	x	x	x	02.0	DEMONSTRATE LEGAL AND ETHICAL RESPONSIBILITIES.
			x		1. Identify the components of the Nurse Practice Act.
x	x	x	x		2. Practice within the role and scope of the job description.
x	x	x	x		3. Identify the role of each health care team member.
x	x	x	x		4. Explain the patient's "Bill of Rights."

HHA	NA	PCA	PN		
x	x	x	x		5. Maintain confidentiality of patient information.
x	x	x	x		6. Describe the purpose of the chain of command (e.g., to resolve patient or employee problems).
x	x	x	x		7. Follow policies and procedures affecting the health, safety, and well-being of patients.
x	x	x	x		8. Recognize and report signs and symptoms of abuse and neglect.
x	x	x	x		9. Recognize and report signs of substance abuse.
x	x	x	x		10. Follow legal guidelines in charting.
			x	03.0	DESCRIBE HUMAN GROWTH AND DEVELOPMENT.
			x		1. Describe characteristics of growth and development from conception to birth.
			x		2. Describe characteristics of growth and development from birth through preschool.
			x		3. Describe characteristics of growth and development from school age through adolescence.
			x		4. Describe characteristics of growth and development of the adult through the life span.
x	x	x	x	04.0	PROVIDE EMERGENCY CARE.
x	x	x	x		1. Perform emergency measures, including CPR.
x	x	x	x		2. Identify emergency evacuation procedures.
x	x	x	x	05.0	PERFORM ASEPTIC TECHNIQUES.
x	x	x	x		1. Wash hands.
			x		2. Apply and remove sterile gloves and gown.

HHA	NA	PCA	PN		
			x		3. Apply sterile dressing.
			x		4. Open sterile equipment and supplies.
			x		5. Maintain sterile field.
			x		6. Clean and disinfect instruments and equipment.
x	x	x	x	06.0	DESCRIBE THE ANATOMY AND PHYSIOLOGY OF THE HUMAN BODY.
x	x	x	x		1. Describe the basic structure and function of body systems.
x	x	x	x		2. Describe the relationships of body systems in providing patient care.
			x		3. Describe the structure and function of the respiratory system.
			x		4. Describe the structure and function of the cardiovascular system.
			x		5. Describe the structure and function of the musculoskeletal system.
			x		6. Describe the structure and function of the nervous system, skin, and sensory system.
			x		7. Describe the structure and function of the reproductive system.
			x		8. Describe the structure and function of the urinary system.
			x		9. Describe the structure and function of the digestive system.
			x		10. Describe the structure and function of the endocrine system.
x	x	x	x	07.0	PERFORM PHYSICAL COMFORT AND SAFETY FUNCTIONS.
x	x	x	x		1. Care for equipment and supplies.
x	x	x	x		2. Maintain patient units.
	x	x	x		3. Maintain service areas on the units.

HHA	NA	PCA	PN	
x	x	x	x	4. Observe and report patient's daily behavior.
x	x	x	x	5. Observe and report patient's mental awareness.
x	x	x	x	6. Adjust bed and side rails.
x	x	x	x	7. Lift, hold, or transfer a patient, using good body mechanics.
	x	x	x	8. Transfer patient from bed to wheelchair, using mechanical lifters.
		x	x	9. Transfer patient to stretcher.
x	x	x	x	10. Turn and position patient.
x	x	x	x	11. Apply protective devices as directed (e.g., vest, belt, wrist, and ankle mitt).
x	x	x	x	12. Apply comfort devices as directed (e.g., footboard, overbed cradle, sandbag, alternating pressure mattress).
x	x	x	x	13. Assist patient to dangle.
x	x	x	x	14. Assist patient to walk.
x	x	x	x	15. Assist patient in crutch-walking.
x	x	x	x	16. Assist patient in using cane.
x	x	x	x	17. Assist patient in using walker.
x	x	x	x	18. Assist patient in using wheelchair.
x	x	x	x	08.0 PROVIDE PERSONAL PATIENT CARE.
x	x	x	x	1. Give bed bath.
x	x	x	x	2. Assist with tub bath or shower.
x	x	x	x	3. Give shampoo.
x	x	x	x	4. Shave patient.
x	x	x	x	5. Provide skin care.
x	x	x	x	6. Provide foot care.

HHA	NA	PCA	PN	
x	x	x	x	7. Groom hair.
x	x	x	x	8. Groom nails.
x	x	x	x	9. Assist with oral hygiene.
x	x	x	x	10. Give denture care.
x	x	x	x	11. Administer oral hygiene to an unconscious patient.
x	x	x	x	12. Assist with using bedside commode.
x	x	x	x	13. Assist with using bedpan.
x	x	x	x	14. Assist with using urinal.
x	x	x	x	15. Assist patient to dress.
x	x	x	x	16. Assist with meals.
x	x	x	x	09.0 PERFORM NURSING PROCEDURES.
	x	x	x	1. Admit patient.
			x	2. Assist the RN with patient assessments.
	x	x	x	3. Transfer patient.
	x	x	x	4. Discharge patient.
x	x	x	x	5. Make unoccupied/occupied bed.
		x	x	6. Make surgical bed.
	x	x	x	7. Take and record patient's pulse and respiration.
	x	x	x	8. Take and record patient's blood pressure.
	x	x	x	9. Take and record patient's temperature.
	x	x	x	10. Take and record patient's height and weight.
x	x	x	x	11. Assist patient in passive range of motion exercises.
x	x	x	x	12. Apply antiembolic hose.

HHA	NA	PCA	PN	
x	x	x	x	13. Collect routine urine specimen.
x	x	x	x	14. Strain urine.
x	x	x	x	15. Collect and test urine for sugar and acetone.
	x	x	x	16. Collect timed urine specimen.
x	x	x	x	17. Monitor catheter drainage system.
		x	x	18. Collect clean-catch (midstream-voided) urine specimen.
x	x	x	x	19. Monitor fluid intake and output (I&O).
x	x	x	x	20. Observe, record, and report patient's emesis.
		x	x	21. Apply hot and cold applications.
x	x	x	x	22. Assist patient with sitz bath.
	x	x	x	23. Monitor and assist with care of catheters.
		x	x	24. Apply pelvic belt for traction.
		x	x	25. Apply cervical collar.
			x	26. Monitor chest drainage system.
			x	27. Monitor patients following special procedures (e.g., I.V.P., myelogram, MRI, CAT scan).
		x	x	28. Apply bandage.
		x	x	29. Apply binders.
		x	x	30. Apply brace.
		x	x	31. Apply splints.
		x	x	32. Care for patient in skin and skeletal traction.
		x	x	33. Clean tong/pin site.
		x	x	34. Change clean dressing.

HHA	NA	PCA	PN	
			x	35. Insert urinary catheter.
			x	36. Obtain specimen from urinary drainage tubing.
			x	37. Measure urine's specific gravity.
			x	38. Remove retention catheter.
x	x	x	x	39. Change ostomy appliance.
			x	40. Connect nasogastric tube to suction machine.
			x	41. Administer gavage feeding.
			x	42. Perform neurological checks.
			x	43. Give enema.
		x	x	44. Logroll patient.
x	x	x	x	45. Collect stool specimen.
			x	46. Collect sputum specimen.
		x	x	47. Test stool for occult blood.
			x	48. Perform naso-oral-pharyngeal suction.
			x	49. Perform tracheostomy care.
			x	50. Irrigate urinary catheter.
			x	51. Monitor continuous urinary bladder irrigation.
			x	52. Irrigate ear.
			x	53. Irrigate eye.
			x	54. Irrigate nasogastric tube.
			x	55. Irrigate vaginal canal.
			x	56. Irrigate wound.
			x	57. Irrigate oral cavity.

HHA	NA	PCA	PN	
			x	58. Irrigate colostomy.
			x	59. Collect gastric analysis specimen.
			x	60. Instruct patient in breathing exercises.
			x	61. Obtain and test a drop of blood for sugar.
			x	62. Assist with physical examination.
			x	63. Assist patient with diagnostic procedures.
			x	64. Set up vaporizer/humidifier.
			x	65. Administer oxygen.
			x	66. Observe intravenous infusion.
	x	x	x	67. Assist with postmortem care.
x		x	x	68. Assist patient with taking self-administered prescribed medication in the home.
			x	10.0 ADMINISTER MEDICATION.
			x	1. Demonstrate the five steps of administering medication.
			x	2. Observe and respond to patient's need for medication.
			x	3. Administer topical medication.
			x	4. Administer inhalants.
			x	5. Administer oral medication.
			x	6. Administer sublingual medication.
			x	7. Administer rectal medication.
			x	8. Administer vaginal medications.
			x	9. Administer eye medications.
			x	10. Administer ear drops.
			x	11. Administer nose drops.

HHA	NA	PCA	PN	
			x	12. Administer intramuscular injection (including Z-tract).
			x	13. Administer intradermal injection.
			x	14. Administer subcutaneous injection.
			x	15. Monitor and document use of controlled substances.
			x	16. Instill bladder medication.
			x	17. Care for equipment and supplies used to administer medications.
			x	18. Instruct patient regarding self-administration of medications.
			x	19. Observe and communicate effects of medications.
			x	20. Document administration of medication and patient's response on medical record.
			x	21. Store medications properly.
x	x	x	x	11.0 APPLY PRINCIPLES OF NUTRITION.
x	x	x	x	1. Identify nutrients and food groups.
x	x	x	x	2. Explain regional, cultural, and religious food patterns.
x	x	x	x	3. Describe special diets.
x		x	x	4. List factors which must be considered when purchasing food.
x	x	x	x	5. Prepare a basic food plan.
x	x	x	x	6. List factors which must be considered when storing food.
x			x	7. Identify methods of food preparation.
			x	12.0 PROVIDE CARE FOR MEDICAL/SURGICAL PATIENTS.
			x	1. Identify signs and symptoms of diseases/disorders of the body systems.

HHA	NA	PCA	PN	
			x	2. Identify diagnostic tests used in the treatment of diseases/disorders of the body systems.
			x	3. Identify medications used in the treatment of diseases/disorders of the body systems.
			x	4. Identify nutritional needs of patients with diseases/disorders of the body systems.
			x	5. Identify common alterations in patients with psychological disorders.
			x	6. Care for the patient with respiratory disease/disorder.
			x	7. Care for the patient with cardiovascular disease/disorder.
			x	8. Care for the patient with musculoskeletal disease/disorder.
			x	9. Care for the patient with nervous, skin, and sensory disease/disorder.
			x	10. Care for the patient with reproductive disease/disorder.
			x	11. Care for the patient with urinary disease/disorder.
			x	12. Care for the patient with digestive disease/disorder.
			x	13. Care for the patient with endocrine disease/disorder.
			x	13.0 PROVIDE CARE FOR MATERNAL/NEWBORN PATIENT.
			x	1. Describe prenatal care.
			x	2. Admit patient to labor and delivery.
			x	3. Monitor contractions.
			x	4. Monitor fetal heart rate.
			x	5. Recognize signs of fetal distress.

HHA	NA	PCA	PN	
			x	6. Prepare patient for Caesarean.
			x	7. Describe care during delivery process.
			x	8. Describe Apgar score.
			x	9. Suction infant's respiratory passage with bulb syringe.
			x	10. Identify infant using mother's bracelet.
			x	11. Weigh and measure infant.
			x	12. Bathe infant.
			x	13. Carry infant.
			x	14. Feed infant.
			x	15. Collect urine specimen from infant.
			x	16. Provide postpartum care.
			x	17. Perform perineal care.
			x	18. Provide breast care.
			x	19. Instruct mother in infant care.
			x	20. Assist with circumcision.
			x	21. Apply dressing to circumcision site.
			x	22. Clean infant genitalia and diaper.
			x	23. Discharge obstetric patient.
			x	14.0 PROVIDE CARE FOR PEDIATRIC PATIENTS.
			x	1. Adapt nursing care for the pediatric patient.
			x	2. Apply safety principles for the pediatric patient.
			x	3. Describe general characteristics, particular needs, and problems of pediatric patients.
			x	4. Prepare patient and family for the hospital experience.

HHA	NA	PCA	PN	
			x	5. Identify signs and symptoms of common disorders/diseases.
			x	6. Implement prescribed nutritional requirement.
			x	7. Provide diversion and recreational activities.
x	x	x	x	15.0 PROVIDE CARE FOR GERIATRIC PATIENTS.
x	x	x	x	1. Identify safety principles as related to the elderly.
			x	2. Adapt nursing care/safety principles as related to the elderly.
x	x	x	x	3. Describe general characteristics, particular needs, and problems of the elderly.
x	x	x	x	4. Identify attitudes and living habits which promote positive mental and physical health for the elderly.
x	x	x	x	5. Distinguish between fact and fallacy about the aging process.
			x	6. Identify signs and symptoms of common disorders/diseases.
x	x	x	x	7. Identify community resources and services available to the elderly.
x	x	x	x	8. Apply reality orientation techniques.
x	x	x	x	9. Provide and involve patients in diversional activities.
x	x	x	x	10. Identify common alterations in elderly patients' behavior.
x	x	x	x	11. Provide care for patients with special needs (e.g., impaired hearing, impaired vision, immobility, impaired body functions).

HHA	NA	PCA	PN		
x	x	x	x	16.0	APPLY THE PRINCIPLES OF INFECTION CONTROL.
x	x	x	x		1. Provide care for patients with infectious diseases.
x	x	x	x		2. Identify at-risk behavior which promotes the spread of AIDS.
x	x	x	x		3. Identify the public education necessary to combat the spread of sexually transmitted diseases.
x	x	x	x		4. Practice universal precautions according to Centers for Disease Control guidelines.
		x	x		5. Set up isolation unit.
x	x	x	x		6. Serve isolation food tray.
x	x	x	x		7. Put on and remove isolation garments.
	x	x	x		8. Collect specimen from isolated patient.
x	x	x	x		9. Remove materials from isolation unit.
		x	x	17.0	PROVIDE CARE FOR PREOPERATIVE AND POSTOPERATIVE PATIENTS.
			x		1. Provide preoperative teaching.
		x	x		2. Shave and prep patient.
			x		3. Prepare patient for operating room.
			x		4. Prepare patient's medical records for operating room.
			x		5. Provide postoperative care.
x	x	x	x	18.0	PROVIDE BIO-PSYCHO-SOCIAL SUPPORT.
x	x	x	x		1. Identify basic human needs.
x	x	x	x		2. Discuss family roles and their significance to health.
x	x	x	x		3. List community resources for individual and family health.

HHA	NA	PCA	PN		
x	x	x	x		4. Identify components of the grief process.
x	x	x	x		5. Respond to emotional needs of patient and family.
x	x	x	x	19.0	PERFORM SUPERVISED MANAGEMENT FUNCTIONS.
x	x	x	x		1. Organize patient care assignments.
x	x	x	x		2. Complete assignments accurately and in a timely manner.
			x		3. Complete requisitions.
x	x	x	x	20.0	ASSIST WITH REHABILITATIVE ACTIVITIES.
x	x	x	x		1. List the purposes of rehabilitation program.
x	x	x	x		2. Assist patient with specified rehabilitation needs.
x	x	x	x		3. Assist patients to reach optimum level of independence.
x		x	x	21.0	PERFORM HOME HEALTH CARE SERVICES.
x		x	x		1. Follow an established work plan with the patient and family.
x		x	x		2. Perform patient-related cleaning tasks and laundry.
x		x	x		3. Identify methods for medication storage.
x	x	x	x	22.0	DEMONSTRATE EMPLOYABILITY SKILLS.
x	x	x	x		1. Conduct a job search.
x	x	x	x		2. Secure information about a job.
x	x	x	x		3. Identify documents that may be required when applying for a job.
x	x	x	x		4. Complete a job application.
x	x	x	x		5. Demonstrate competence in job interview techniques.

HHA	NA	PCA	PN	
x	x	x	x	6. Identify or demonstrate appropriate responses to criticism from employer, supervisor, or other persons.
x	x	x	x	7. Identify acceptable work habits.
x	x	x	x	8. Demonstrate knowledge of how to make job changes appropriately.
x	x	x	x	9. Demonstrate acceptable employee health habits.
x	x	x	x	23.0 DEMONSTRATE KNOWLEDGE OF SEXUALLY TRANSMITTED DISEASES (STDs), INCLUDING AIDS.
x	x	x	x	1. Distinguish between fact and fallacy about the transmission and treatment of STDs.
x	x	x	x	2. Identify community resources and services available to victims of STDs.
x	x	x	x	3. Identify at-risk behaviors which promote the spread of AIDS and the public education necessary to combat the spread of STDs.
x	x	x	x	4. Apply infection control techniques designed to prevent the spread of STDs to the care of <u>all</u> patients, following Centers for Disease Control guidelines.

State of Florida
Department of Education
Tallahassee, Florida
Betty Castor, Commissioner
Affirmative action/equal opportunity employer

Division of Vocational, Adult, and Community Education

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